

**REQUIRED SUPPLEMENTARY STEWARDSHIP
INFORMATION**

REQUIRED SUPPLEMENTARY STEWARDSHIP INFORMATION
For the Year Ended September 30, 1999

STEWARDSHIP INVESTMENTS IN HUMAN CAPITAL

Stewardship investments are made by DOL for the benefit of the nation. For accounting purposes, these investments are expensed as incurred, and reflected in the net cost of DOL's operations. However, stewardship investments provide long term benefits which cannot be measured in traditional financial reports.

DOL's stewardship investments are in human capital, reported as expenses in the net cost of DOL's employment and training programs. These investments are intended to maintain or increase national economic productive capacity, as demonstrated by program outputs and outcomes. Within DOL, the Employment and Training Administration and the Veterans' Employment and Training Service administer programs which invest in human capital, as discussed below:

Employment and Training Administration

The U.S. Department of Labor, Employment and Training Administration's (ETA) Federal investment in human capital comprises expenses incurred for education and training programs enacted under the Job Training Partnership Act, as amended (JTPA) and the Trade Act of 1974, as amended (Trade Act). This investment is made for the general public and the expenses incurred are intended to increase or maintain national economic productive capacity. For the fiscal year ended September 30, 1999, the ETA incurred expenses in nominal dollars totaling \$5,490 million excluding the cost of internal Federal education and training.

A brief description of the programs is as follows:

Job Training Partnership Act

- **Adult Employment and Training** - Grants to provide financial assistance to States and U.S. territories to design and operate training programs for low income adults.
- **Dislocated Worker Employment and Training** - Grants to provide re-employment services and retraining assistance to individuals dislocated from their employment.
- **Youth Training** - Grants to provide financial assistance to States and U.S. territories to design and operate training programs for economically disadvantaged youth.
- **Summer Youth Employment and Training** - Grants to operate programs of employment and opportunities, as well as academic enrichment for economically disadvantaged youth during the summer months.
- **School-To-Work Opportunities** - Grants to States and localities, jointly administered by the DOL and U.S. Department of Education to build systems that provide youth with the knowledge and skills necessary to make an effective transition from school to careers through work-based learning, school-based education, and connecting activities.
- **Native Americans** - Grants to Indian tribes and other Native American groups to provide training, work experience, and other employment-related services to Native Americans.

REQUIRED SUPPLEMENTARY STEWARDSHIP INFORMATION
For the Year Ended September 30, 1999

- **Migrant and seasonal farm workers** - Grants to public agencies and nonprofit groups to provide training and other employability development services to economically disadvantaged families whose principal livelihood is gained in migratory and other forms of seasonal farm work.
- **Veterans Employment** - Grants or contracts to provide disabled, Vietnam era, and recently separated veterans with programs to meet their unique employment and training needs.
- **National Activities** - Provides program support for JTPA activities and nationally administered programs for segments of the population that have special disadvantages in the labor market.

Trade Act of 1974

- **Trade Adjustment Assistance** - Adjustment assistance, including cash weekly benefits, training, job search, and relocation allowances, is paid to workers as authorized by the Trade Act of 1974, as amended.
- **North American Free Trade Agreement (NAFTA)** - Transition adjustment assistance, including weekly cash benefits, training, job search, and relocation allowances, is paid to workers determined to be adversely affected as a result of the NAFTA as authorized by the Trade Act of 1974, as amended.

REQUIRED SUPPLEMENTARY STEWARDSHIP INFORMATION
For the Year Ended September 30, 1999

Veterans' Employment and Training Service

The mission of Veterans' Employment and Training Service (VETS) is to help veterans, Reservists, and National Guard members secure employment and the rights and benefits associated with their military service. Services provided are consistent with the changing needs of employers and the eligible veterans' population, with priority given to disabled veterans and other veterans with significant disadvantages in the labor market.

VETS can be broken down into two main areas, Employment Services and Transition and Reemployment Services. Brief descriptions follow:

Employment Services

Disabled Veterans Outreach Program Specialist

The Disabled Veterans Outreach Program (DVOP) was first established by Executive Order in 1977. It was later authorized by the Veterans' Rehabilitation and Education Amendments of 1980 Public Law (P.L.) 96-466 and is codified at Section 4103A of Title 38, United States Code. DVOP grants are made to State Employment Security Agencies (SESAs) according to the distribution formula prescribed by law and administrative regulations. DVOP staff provided counseling, assessment and lifelong learning skills for veterans and/or referral to training.

Local Veterans Employment Representative

The Local Veterans Employment Representative (LVER) program was first authorized under the original "GI Bill," the Servicemen's Readjustment Act of 1944; P.L. 78-346. As amended by P.L. 100-323 and more recently by P.L. 102-16, it is codified at Section 4104 of Title 38, United States Code. The program provides grants to SESAs for the appointment of LVER staff positions identified in Job Service local offices to enhance the services provided to veterans through oversight, technical support, and direct provision of services. LVER staff helped veterans into productive employment through lifelong learning services and provided direct assistance to individuals seeking their help.

Transition and Reemployment Services

Transition Assistance Program

In November 1990, with the enactment of Public Law 101-510, the Transition Assistance Program (TAP) was authorized as a permanent program under Title 10, United States Code, Chapter 58, Section 1144. TAP operates as a partnership between the Departments of Labor, Defense, and Veterans Affairs. This partnership also exists at the local level, where memoranda of understanding spell out the responsibilities of SESAs, military installations, VETS staff and VA facilities. The program provides career counseling and training to separating service members, their spouses and individuals retiring from military service.

Uniformed Services Employment and Reemployment Rights

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA or the Act) was signed into law on October 13, 1994. This Act is codified at Title 38, Chapter 43, United States Code. USERRA is a complete revision of the predecessor Veterans' Reemployment Rights law. USERRA continues to protect civilian job rights and benefits for veterans, members of the National Guard and Reserves. The VETS intervention

REQUIRED SUPPLEMENTARY STEWARDSHIP INFORMATION
For the Year Ended September 30, 1999

educates both employee and employer so they better understand the rights of the individuals and promotes a more productive relationship between employer and employee.

The full cost of VETS major programs is presented below. Full costs include all direct program costs and those indirect costs which can reasonably be assigned or allocated to the program.

(Dollars in Thousands)

1999

Program Expenses

Counseling and Employment Services

Disabled Veterans Outreach Program

\$ 80,041

Local Veterans' Employment Representative

77,079

Transition and Reemployment Services

23,600

\$ 180,720

A summary of program outputs is presented below.

Program Outputs

1999

Disabled Veterans Outreach Program

Participants employed

136,705

Disabled veterans

15,319

Special disabled veterans

7,266

Participants assisted

607,194

Local Veterans' Employment Representative

Participants employed

147,163

Disabled veterans

13,292

Special Disabled veterans

5,987

Participants assisted

658,218

Transition and Reemployment Services

Participants served

124,136

Workshops

3,342

Uniformed Services Employment and Reemployment

Briefings, presentations and technical assistance

4,732

REQUIRED SUPPLEMENTARY STEWARDSHIP INFORMATION
For the Year Ended September 30, 1999
